

**EXHIBIT E. FRONT PAY**

Age	56	57	58	59	60	61	62	63	64	65	66	67		
	2021 Reference	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032 Prorated through 8/18	2032 Annualized	
Base	493,295	527,826	564,773	604,308	646,609	691,872	740,303	792,124	847,573	906,903	970,386	654,137	1,038,313	
AIP	228,150	244,121	261,209	279,494	299,058	319,992	342,392	366,359	392,004	419,444	448,806	302,540	480,222	
LTI	89,092	95,328	102,002	109,142	116,781	124,956	133,703	143,062	153,077	163,792	175,257	118,141	187,525	
DC SERP	73,994	79,174	84,716	90,646	96,991	103,781	111,045	118,819	127,136	136,035	145,558	98,121	155,747	
457(f)	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	4,725	7,500	
Health	18,042	20,620	20,620	20,620	20,620	20,620	20,620	20,620	20,620	20,620	20,620	12,991	20,620	
Exec Perk	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	6,300	10,000	
Auto	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	7,560	12,000	
401(a)	21,212	22,697	24,285	25,985	27,804	29,750	31,833	34,061	36,446	38,997	41,727	26,288	41,727	
Total	953,285	1,019,265	1,087,105	1,159,694	1,237,364	1,320,471	1,409,396	1,504,545	1,606,355	1,715,291	1,831,853	1,230,802	1,953,654	
2022 Backpay through 2/28/22		526,888												
Adjusted Total		492,377	1,087,105	1,159,694	1,237,364	1,320,471	1,409,396	1,504,545	1,606,355	1,715,291	1,831,853	1,230,802	1,953,654	
												Total Undiscounted		14,595,255
												Total Discounted (NPV)		12,983,705

**Notes:**

Base increased by 7% per year (5-year average market adjustment); Also reflects annual adjustments of other executives reported in 990 forms

Prorated 2032 is based on 63% of full year (230 days out of 365 days)

August 18, 2032 Duvall turns age 67

AIP increased by 7% per year (5-year average market adjustment); Also reflects annual adjustments of other executives reported in 990 forms

DC SERP, 15% of base

LTI formula is 30% x Y1 base salary x 73.75% achievement score

401(a) contribution rate of 4.3% based on 2016 contribution of \$15,900 on salary of \$358,667 and \$16,200 in 2017 on salary of 390,947)

Discount rate is 1.8% based on 10-year treasury rate as of 01/31/22 (SOURCE: <https://www.treasury.gov/resource-center/data-chart-center/interest-rates/pages/textview.aspx?data=yield>)